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AGREEMENT

BETWEEN:

FORT LEE BOARD OF EDUCATION, FORT LEE,
NEW JERSEY

AND

FORT LEE COALITION OF TEACHERS

74-76

DATED: SEPTEMBER 2, 1975.

AGREEMENT

Dated: September 2, 1975

WHEREAS, pursuant to Chapter 303, of the Laws of 1968, as amended, the Fort Lee Board of Education and the Fort Lee Coalition of Teachers have heretofore entered into an Agreement dated September 9, 1974, covering terms and conditions of employment for the period September 1, 1974 through June 30, 1976, and

WHEREAS, said Agreement, dated September 9, 1974, provided in Article XXVII that either party should have the right to reopen the Agreement for negotiations on salary schedules A, B and C for the 1975-76 school year, and

WHEREAS, the parties met and conferred regarding salary schedules for the 1975-76 school year, and

WHEREAS as a result of said meetings the negotiating teams representing the respective parties did enter into a Memorandum of Understanding dated June 10, 1975, which Memorandum of Understanding was subsequently ratified by the parties hereto, and

WHEREAS, pursuant to said Memorandum of Understanding the parties have met and conferred regarding the salary schedules for the 1975-76 school year and have mutually prepared the salary schedules as herein set forth.

NOW, THEREFORE, IT IS AGREED between the Fort Lee Board of Education and the Fort Lee Coalition of Teachers as follows:

1. Salaries for the 1975-76 school year for those employees in the categories listed under Article I, paragraph A of the Agreement dated September 9, 1974, shall be fixed and determined pursuant to the terms of the salary guide set forth in exhibit C-1, schedule A, which is attached hereto and made part hereof. Exhibits D, E and F of schedule A of the Agreement dated September 9, 1974 shall remain the same for the 1975-76 school year.

2. The Bonus Guide for Co-curricular activities for the 1975-76 school year, shall be fixed and determined pursuant to the terms of schedule B.B., which is attached hereto and made part hereof.

3. The parties agree to have a subcommittee consisting of representa-

tives of each negotiating team meet as soon as possible, but in no event more than thirty (30) days from the date of this Agreement, for purposes of negotiating adjustments to the Bonus Guide for Interscholastic Athletic Personnel of the Fort Lee Public School System, Schedule C., of the Agreement dated September 9, 1974. Pending an agreement on adjustments to the said schedule C., personnel employed as athletic coaches shall be compensated on the basis of the existing salary guide for such coaching assignments.

4. All the other provisions, terms and conditions of the Agreement dated September 9, 1974, between the parties hereto for the period September 1, 1974 through June 30, 1976, shall remain in full force and effect.

FORT LEE COALITION OF
TEACHERS

BY: Joseph Cella
Joseph Cella, President

Attest:

Juanita Adams
Juanita Adams, Secretary

Dated: September 2, 1975.

This is to certify that the undersigned have been duly authorized by the Fort Lee Coalition of Teachers to execute the above Agreement on behalf of the Fort Lee Coalition of Teachers, and in accordance and in compliance with the internal procedures and by-laws of the Fort Lee Coalition of Teachers.

Dated: September 2, 1975.

Joseph Cella
Joseph Cella, President

Juanita Adams
Juanita Adams, Secretary

SCHEDULE A

FEBT TEE TEACHERS SCHEDULE FOR 9/1/76

PROPOSED TEACHERS' SALARY GUIDE FOR 1975-1976 AS DEVELOPED IN THE NEGOTIATING BARGAINING TEAM OF THE WEST TEXAS COALITION OF TEACHERS AND THE WEST TEXAS BOARD OF EDUCATION, DED. TUES. DEC. 16, 1975. THIS GUIDE HAS BEEN TATTOOLED APPROVED BY THE WEST TEXAS BOARD OF EDUCATION.

Yrs. of Cred. Exp.		1	2	2A	3	3A	4	4A
0		\$10,227	\$10,727	\$11,227	\$11,450	\$11,850	\$12,250	\$12,600
1	\$350	10,577	11,077	11,577	11,800	12,200	12,600	13,000
2		10,927	11,427	11,927	12,150	12,550	12,950	13,300
3		11,277	11,777	12,277	12,500	12,900	13,300	13,700
4	\$400	11,677	12,177	12,677	12,950	13,350	13,750	14,150
5		12,077	12,577	13,077	13,450	13,850	14,250	14,650
6	\$450	12,527	13,027	13,527	13,950	14,350	14,750	15,150
7		12,977	13,477	13,977	14,450	14,850	15,250	15,650
8		13,427	13,927	14,427	14,950	15,350	15,750	16,150
9	\$470	13,897	\$470	14,397	\$570	15,520	15,920	16,320
10	\$500	14,397	\$500	14,897	\$600	16,120	16,520	16,920
11		14,897	\$600	15,497	15,997	16,720	17,120	17,520
12	\$600	15,497	16,097	16,597	\$750	17,470	17,870	18,270
13		16,097	\$700	16,797		18,220	18,620	19,020
14		16,697		17,497		18,970	19,370	19,770
15	\$650	17,347	\$750	18,247	18,747	19,720	20,520	20,920
20 ^a	\$723	18,070	\$723	18,970	\$900	20,620	21,020	21,420
25 ^b	\$1000	19,070	\$1000	19,970	\$1000	21,620	22,020	22,420

* Inclusive of 10 years of Fort Lee service.
** Inclusive of 15 years of Fort Lee service.

August 12, 1975

EXHIBIT C1 - PAGE 2

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DEFINITION OF TEACHERS' SALARY GUIDE CLASSES

CLASS I

B.A. or less

CLASS II

B.A. plus 30 points (program not defined), or
M.A. (program not defined) ---

with approval of courses by the Superintendent of
Schools

CLASS IIA

B.A. plus 30 points (Major program in subject field), or
M.A. (major program in subject field) ---
with approval of courses by the Superintendent of
Schools

CLASS III

M.A. (program not defined) plus 30 points (program not
defined) ---
with approval of courses by the Superintendent of
Schools

CLASS IIIA M.A. (major program in subject field) plus 30 points
(program not defined) ---

with approval of courses by the Superintendent of
Schools

CLASS IV M.A. (program not defined) plus 60 points (program not
defined) ---

with approval of courses by the Superintendent of
Schools

CLASS IVA M.A. (major program in subject field) plus 60 points
(program not defined) ---

with approval of courses by the Superintendent of
Schools

EXPLANATION:

Subject field will include the following areas relating to
the field (or one of the fields) for which the teacher is
assigned as of the date this determination for the teacher
shall become initially effective, except that as a result of
the adoption of this guide no teacher shall be placed in a
lower salary guide class than said teacher currently possessed
in the Fort Lee Public Schools at the time of said adoption:

Subject matter
Curriculum
Teaching.

~~Adopted: 4/2/67~~

~~9/1/67~~

~~Effective Date: 7/1/67~~

1975-76
SCHEDULE B

CO-CURRICULAR ACTIVITIES BONUS GUIDE

CLASS A ACTIVITIES - \$237.00

Freshman Class Advisor
Sophomore Class Advisor
Hi-Y Club
Tri-Y Club
Voice (Literary)
Voice (Art & Layout)
Pioneer (Art & Layout)
Pioneer Business Advisor

CLASS B ACTIVITIES - \$355.00

Math League
Junior Class Advisors
Baton Twirlers
Color Guard
Fort-Leeder
Pioneer
Technical Advisor - School
Vocal Music Accompanist
Student Council Advisor, Intermediate School
General Organization Treasurer, Intermediate School
Sponsor of the Photography Club, Intermediate School

CLASS B1 ACTIVITY - \$533.00

Senior Class Advisor

CLASS C ACTIVITIES - \$710.00

Drama Director
Chorus Director
Cheer Co-Advisors: 2 at \$355.00 each
Band Director